

City of Detroit


CITY COUNCIL

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ANNE MARIE LANGAN
DEPUTY DIRECTOR
(313) 224-1078

TO: COUNCIL MEMBERS

FROM: Irvin Corley, Jr., Director 

DATE: March 6, 2008

RE: Resolution to Amend the 2007-2008 Official Compensation Schedule (***Line Item 1 on the Internal Operations Standing Committee Agenda on March 6, 2008***) Recommend Approval

The City Council Internal Operations Standing Committee referred Human Resource's resolution described above to Fiscal Analysis for review (see attached).

Specifically, Human Resource is requesting Council's authorization to amend the 2007-2008 Official Compensation Schedule by adding \$1,100 to the minimum and maximum salary ranges of two titles: Assistant Sewage Plant Laboratory Supervisor and Sewage Plant Laboratory Supervisor.

The \$1,100 equates to an annual increase of 50 cents per hour that was awarded union members of the Senior Water Systems Chemists Association as a result of the 2001-2005 contract negotiations. The supervisory positions referenced previously were inadvertently overlooked during the 2001-2005 negotiation. Therefore, this resolution that is before your Honorable Body is to rectify this oversight.

If Council approves this resolution, two Assistant Sewage Plant Laboratory Supervisors and one Sewage Plant Laboratory Supervisor would collectively receive retroactive pay of approximately \$12,000 as a result of the 50 cents per hour special wage adjustment going back to July 23, 2004. This cost would be easily absorbed by the Water and Sewage Department.

We recommend approval of this resolution.

Attachments

cc: Council Divisions
Auditor General's Office
James J. Tyler, Human Resources Director

Barbara Wise-Johnson, Labor Relations Director
Norman White, Chief Financial Officer
Pamela Scales, Budget Director
Kerwin Wimberly, Mayor's Office

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CITY OF DETROIT
HUMAN RESOURCES DEPARTMENT
EMPLOYMENT SERVICES DIVISION

Internal Operations
Standing Committee

Referred to Committee: 2-26-08
LINE ITEM# 19 Date: 2-27-08
Disposition Refer to RAD
Bring Back 1 wk.

INTERNAL
OPERATIONS
STANDING
COMMITTEE

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October 3, 2007

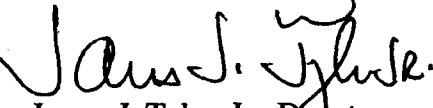
Honorable City Council

Subject: Request to Amend the 2007 - 2008 Official Compensation Schedule

As a result of bargaining unit contractual agreements, the Human Resources Department has identified non-union classifications that require special wage adjustments in order to maintain established wage relationships and to establish reasonable pay differentials with unionized classes that received special wage adjustments.

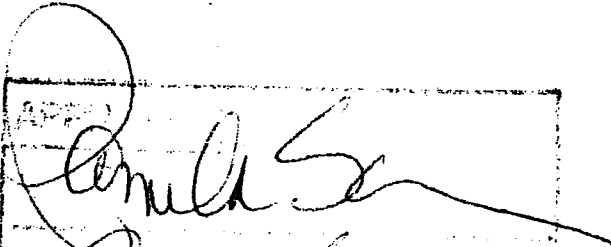
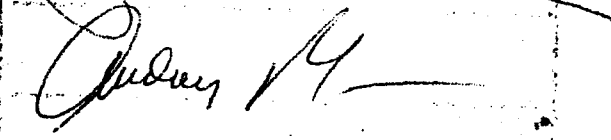
Recommendation is that your Honorable Body amend the Official Compensation Schedule and the salaries of employees in the specified classifications as outlined on the attached resolution.

Respectfully submitted,


James J. Tyler, Jr., Director
Human Resources Department

JJT/gle
Attachment

cc: Anthony Adams, Esq., Deputy Mayor
Christine Beatty, Chief of Staff
Kandia Milton, Mayor's Office
Budget Department
Labor Relations

DETROIT
CITY CLERK

2008 FEB 15

BY COUNCIL MEMBER _____

RESOLVED, That the Official Compensation Schedule is hereby amended according to the foregoing letter and as follows:

Effective **July 23, 2004**, the indicated special adjustment is applied to the minimum and maximum of the salary range and to the salaries of employees in the following classifications.

<u>Class Code</u>	<u>Classification</u>	<u>Amount of Special Adjustment</u>
25-45-51	Assistant Sewage Plant Laboratory Supervisor	\$1,100
25-45-61	Sewage Plant Laboratory Supervisor	\$1,100

RESOLVED, That the Finance Director is hereby authorized to honor payrolls when presented in accordance with this resolution, the above communication and standard City of Detroit practices.

From: Irvin Corley
To: Berry, Anita
Subject: Re: Fwd: Req to Amend Sewage Plant positions

Thanks! I'll get back with you with any questions asap.

Irv

>>> Anita Berry 03/03/08 6:54 PM >>>
Irvin

Although both titles mentioned below are non-union, Labor Relations is aware of the history behind the recommendation for the special wage adjustment.

During the 2001-2005 contract negotiations, bargaining unit members of the Senior Water Systems Chemists Association received a \$.50 per hour special wage adjustment, effective July 23 2004. Prior to the completion of negotiations with this bargaining unit, some of their subordinates (Sanitary Chemists and Technicians Association), were also granted a \$.50 per hour special wage adjustment, effective February 25, 2004. These supervisory classes were inadvertently overlooked during the 2001-2005 contract negotiations. When the oversight was brought to the attention of Labor Relations in June 2007, we contacted the Classification /Compensation Division of Human Resources. They investigated and made the recommendation to pass the \$.50 per hour special wage adjustment on to the supervisors in order to maintain established wage relationships. That \$.50 per hour was rounded to the nearest hundred which is the \$1100.

There are two people in the classification of Assistant Sewage Plant Laboratory Supervisor; and one person holds the title of Sewage Plant Laboratory Supervisor.

Because the special wage adjustment is applied to the minimum and maximum of the salary range, **and to the salaries of the employees in the classification**; there is an immediate cost. Each of the three employees is due an additional \$.50 per hour for each hour worked since July 23, 2004.

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>>> Irvin Corley 3/2/2008 7:55 PM >>>

Barbara, the Internal Operations Standing Committee referred the resolution below to me on Thursday, February 28th, to take a look at this. It will come back as a line item on Thursday, the 6th. I know this is routine, but my questions are:

1. Per the 2007-08 White Book, I noticed the Asst. Sewage Plant laboratory Supervisor's pay range is \$57,000 to \$61,500, and the Sewage Plant Laboratory Supervisor's range is \$62,500 to \$66,900, both which are non-union titles. Are you asking to increase these titles by \$1,100 in order to be commensurate with similar pay differential adjustments in comparable union title ranges?

2. If so, which union title(s) are you speaking of?

3. Why is the figure \$1,100 used? Was this negotiated?

4. Why is pay differential request going back retroactively to July 23, 2004?

5. Would this change have any budgetary impact?

It would be great to get answers by early Wednesday, the 5th.

Thanks much!

Irv

CC: Anne Marie Langan; Derrick Headd; Hightower, Linda; Jerry Pokorski; Wise-Johnson,
Barbara